Sexual Harassment & Hostile Work Environment Policy Statement

Savannah River Remediation LLC (SRR) will not tolerate harassment of any kind in the workplace. Sexual harassment and/or a hostile work environment are illegal and violates company policy. SRR is committed to providing a workplace free of harassment, intimidation, retaliation and discrimination. Employees are expected to conduct themselves in a civil manner and treat others with respect. Behavior that is unwelcome or offensive should be reported immediately as noted below.

An applicant or employee who feels he/she has been subjected to sexual harassment or a hostile work environment has the following options:

1) Address the concern directly with the individual involved in a non-threatening manner,
2) Report the concern to his/her supervisor,
3) Report the concern to the SRR Human Resources Manager,
4) Report the concern to the SRR Diversity & ECP Compliance Manager, or
5) Use the SRR EEO Hotline at 803-952-4354 to report the concern.

It is against SRR’s policy to harass or retaliate against an applicant, employee, affiliate or subcontractor for filing a concern or participating in an investigation.

All employees, managers and supervisors will play an active role in modeling professional behaviors and communicating a zero-tolerance level for any type of harassment, intimidation, hostile work environment, retaliation or discrimination in the workplace. We have an open-door policy at SRR. You may exercise the open-door communications policy and discuss the matter with me or any member of management.

Additionally, you may review the S21 Equal Employment Opportunity Administrative Procedure 1.4 Sexual Harassment Complaints for additional guidance or contact Stephanie Franklin, EEO & ECP Compliance Manager, at 803-208-2594.

[Signature]
Phil Freidenbach, President and Project Manager

3/1/2020
Date